

IN ATTENDANCE:

*James Newell (Past President)

*Kirstin Albiero (President)
*Scott Donovan (President-

Elect)

*Pastor Greg Van Dunk

*Rebekah Bryan (Secretary)
*Scott Nielsen (Treasurer)

Rachel Langer (Outreach)

*Lori Mathias (Worship)

*Brittany Lobner (Fellowship)
Joe DelCamp (Property)

Lisa Bernd (Director of Involvement)

*Jen Jacobson (Christian Education)

Melissa Schmidt (Christian Care)

(*) present at meeting

The meeting began at 7:34 P.M. with President Kirstin Albiero presiding.

✓ Approval of the March 2022 minutes: There was a motion to approve the March 2022 minutes. The motion was seconded & approved.

Pastor and DI Reports

PASTOR REPORT:

No reports

DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

No report provided

Attendance Report

Attendance was discussed.

Committee Reports

CHRISTIAN CARE: (Melissa Schmidt)

No report provided

FELLOWSHIP: (Brittany Lobner)

Upcoming Events:

Lenten Dinners-after worship March 2nd-April 6th

Trudi Biefeld assisted me with contacts/sign ups. Thank you to everyone who helped with these meals. I'm glad they went successfully, and the congregation seemed to enjoy them again.

Wednesday, March 2nd-7th Grade Confirmation (Erica)

Wednesday, March 9--Church Council (Pasta Bake)

Wednesday, March 16th-RNT (Trudi-Pizza, Salad, Drinks)

Wednesday, March 23rd-Lydia Circle (Jodi)

Wednesday, March 30th-Fellowship (Brittany-Subs, Cookies)

Wednesday, April 6-Sunday School (Chili) (Erica)

Future Events:

Late May/June 2022-Bingo Night, Campfire Sing Along Outdoors-I think this would be a great activity to drum up some interest about attending camp this summer. We still have the firepits from last year, so I need to work out a date with Ben from Pine Lake to see if he is interested in coming down this year.



June/July 2022-Chinooks Game-I am working with the Chinooks Ticket Office to schedule an evening out at a home game watching the Chinooks. Now that I have some experience under my belt, I feel this year should go a little more smoothly.

OUTREACH: (Rachel Langer)

No report provided

PROPERTY: (Joe DelCamp)

No report provided

FINANCE: (Scott Nielsen)

April 2022 Treasurer's Report

March 2022 Financial Results

P&L

- Revenue was \$37k (\$7k unfavorable to budget)
- Expenses were \$44k (\$1k unfavorable to budget)
- Deficit of \$8k (\$8k unfavorable to budget)

Grace Lutheran Church Income Statement - March 2022

Grace Lutileran Cir	urch mco	me State	illelit - ivi	iaicii 202	
·	March	March	Delta	March '21	Delta
	Actual	Budget	Budget	Actual	Prior Year
Revenue					
Total Revenue	36,605	43,429	(6,824)	49,741	(13,136)
Funances					
<u>Expenses</u>					
World Mission Subtotal	4,292	3,792	500	4,292	-
Rostered Ministry - Subtotal	11,762	11,669	93	20,667	(8,905)
Rostered Millistry - Subtotal	11,762	11,003	33	20,007	(0,303)
Non-Rostered Staff Subtotal	12,134	12,491	(356)	12,100	35
Our Church Home Subtotal	12,915	12,874	41	16,191	(3,277)
Worship & Service Subtotal	3,236	2,547	689	2,615	621
Total Expenses	44,339	43,372	967	55,865	(11,526)
Total Expenses	44,333	43,372	301		(11,020)
Surplus / (Deficit)	(7,734)	57	(7,790)	(6,123)	(1,610)
Amount To / (From) Contingency	(7,734)	57	(7,790)	(6,123)	(1,610)
Surplus / (Deficit) After Contingency		•	-		

Year-To-Date P&L

- Revenue was \$152k (\$22k favorable to budget)
- Expenses were \$133k (\$2k unfavorable to budget)
- Surplus of \$19k (\$19k favorable to budget)



Grace Lutheran Church Income Statement - March 2022

	March YTD	March YTD	Delta	March '21 YTD	Delta
D	Actual	Budget	Budget	Actual	Prior Year
Revenue Total Revenue	151,877	130,288	21,589	153,728	(1,851)
<u>Expenses</u>					
World Mission Subtotal	11,375	11,375	-	11,375	(0)
Rostered Ministry - Subtotal	37,399	35,008	2,391	61,691	(24,292)
Non-Rostered Staff Subtotal	37,151	37,472	(322)	35,358	1,793
Our Church Home Subtotal	38,765	38,621	144	43,001	(4,236)
Worship & Service Subtotal	7,857	7,641	216	5,566	2,291
Total Expenses	132,546	130,117	2,429	156,991	(24,445)
Surplus / (Deficit)	19,331	170	19,161	(3,263)	22,593
Amount To / (From) Contingency	19,331	170	19,161	(3,263)	22,593
Surplus / (Deficit) After Contingency					

Balance Sheet

- Cash decreased \$6k in the month to \$195k
 - o Contingency Fund decreased \$8k to \$119k
 - Project Funds increased \$1k to \$76k

Grace Lutheran Church Balance Sheet - March 2022

	March	March	March
	Starting Balance	Ending Balance	Changes
<u>Assets</u>			
Cornerstone Checking	112,726	106,338	(6,388)
Cornerstone Money Market	88,309	88,320	11
Total Cash	201,035	194,657	(6,377)
Contingency Fund	126,589	118,855	(7,734)
Project Funds	74,446	75,803	1,357
	201,035	194,657	(6,377)
		•	
<u>Total Assets</u>	201,035	194,657	(6,378)
Liabilities			
Mortgage	1,725,356	1,721,091	(4,265)
Total Liabilities	1,725,356	1,721,091	(4,265)
Total Elabilities	1,720,000	1,721,031	(4,200)
		Principal Payment	4,265
		Interest Payment	4,431
		,	8,696



WORSHIP: (Lori Mathias)

WORSHIP PLANNING COMMITTEE NOTES FROM APRIL 5 MEETING

- Members present: Eryn, Tori, Dustin, John, Deb, Katie, Pastor Greg, Jane, and Lori
- Handbell Report Deb was happy to announce that the Handbell group has a new ringer. The group will be play twice in Holy Week (Good Friday and Easter at 8 a.m.).
 Deb also asked if there is funding in the budget for handbell supplies and bell parts. Lori agreed to check with the office to answer this question.
- Choirs Eryn indicated the Choir will be singing on Maundy Thursday and Easter Sunday. The choir will be operating as a project-based choir, and they are still looking for more female singers. After Easter, the Choir will sing in May and at 8 a.m. on Confirmation Sunday.
- Praise Team Eryn stated that for Easter and Confirmation Sunday they will have an "extended" group which includes and extra guitar and base guitar, as well as four student singers.
- Eryn also discussed looking into asking the congregation about renaming the services to fit future needs. She also stated the keyboard being used for Praise Team can be used until summer. When another Praise Team director is hired, it probably would be best to let them choose what they feel is needed.
- Discussion was held on the need to add the hymnal numbers in the lower right corner of lyric slides during the services so people can use the hymnals if they choose, as well as return to having the layout of the service on the announcement page. Lori will talk to Arcelia about getting this added.
- Eryn also suggested having a member of the congregation complete the readings for the Thursday evening worship. After discussion, she agreed to talk to a few people who attend this service and set up a rotation of readers. Pastor Greg agreed this was a good idea.
- Eryn indicated she will be absent on April 28 (Thursday) and August 14. Jane Brabrand will play on August 14. Katie suggested to either show a video or record the music ahead for the April 28 Thursday service. A few other names of individuals who could play that night were also suggested.
- Dustin/John Technology The Tech Team will start having meetings again and will address getting audio into the nursery area. Deb and Katie agreed having audio in the nursery is a good idea.
- Pastor Greg A brief update was given on the MET Team they have finished gathering data and are now in the strategic phase. Timing of their work is good and they are starting to prepare the Mission Site Profile. Congregational involvement will be needed soon.
- Holy Week Pastor Greg thanked Lisa Bernd for getting the readers for Palm Sunday and Good Friday, as well as Eryn for the music. Ruth Schmidt will be delivering the message on Maundy Thursday.
- Sundays after Easter There will be thematic Sundays after Easter. The Director from Outreach for Hope will speak on April 28 and May 1. On Mother's Day, May 8, Pastor Greg suggested the church have a picture backdrop to take family pictures. May 15 is Confirmation Sunday and May 22 is high school Graduation service at 9 a.m.
- Pastor Greg proposed a teaching service for the summer on Acts and this would begin on May 29, Memorial Day weekend.



- Pastor Greg will be gone two Sundays in June and Howard Vrankin and Ruth Schmidt will be preaching on those Sundays. He will also check in to when Meg Boren would be available to speak.
- The next Worship Planning Committee will be on Tuesday, May 3 at 6 p.m.

YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson) April/March 2022 Youth Education Update

- Sunday School
 - The Education hour youth will be singing in church on April 24 during both services.
 - Multiple education hour students participated in the Palm Sunday service and the education hour students helped hand out palms during the service.
 - Youth Education Volunteer Recognition Day will be May 1st. We will be recognizing our volunteers during services, sharing a power point of this years events and having cake between services.
 - Our last day of education hour is May 15th.
 - Education hour volunteers and families hosted a Lenten meal during lent.
- VBS
 - VBS will be August 15-19.
 - o This is later than usual because the church is hosting voting the week before.
- Thrivent Grants
 - We are currently working on using the Thrivent Grants that were applied for in December.
- Technology/PR Support
 - I will continue to post events and updates on Facebook. I am trying to post 1-2 posts each day.
 - I have started an Instagram page but have not launched it yet.
 - I am hoping to get trained on using the tech in the worship center
- Confirmation
 - Affirmation of Baptism service will be on May 15th
 - Service project presentation night will by May 11th.
 - We will have 12 students confirmed this year
 - 7th Grade Confirmation students hosted the Ash Wednesday meal on March 3rd.
 - Our confirmation students did a wonderful job assisting with the Wednesday Lenten services. They helped with skits, readings, ushering and greeting.
 - o 7th grade confirmation students have been signing up for confirmation camp at Pine Lake in June.
- KFC
 - o KFC met on April 3rd. We discussed how to we can help save the bees.
 - Our next meeting is on May 1st. We will be having a game day.
- JYG
 - o JYG events have been scheduled for the spring
 - JYG youth went to Ikea on March 13th. We had a great time doing a scavenger hunt.
 - JYG youth helped organize the Palm Sunday Easter Egg hunt.



I have multiple volunteers that are helping with Sunday Education hour for JYG to help fill in days that I cannot lead because of other education hour responsibilities.

HYPE

- During our last YFMT meeting we decided to due a short mission trip this summer. We will spending a day doing a service project and then go to a waterpark for the night.
- Pastor Greg and I are reviewing a report "The State of Youth Ministry: How Churches Reach Today's Teens and What Parents Think About It." It is a Barna Report produced in partnership with Youth Specialties and Youthworks
- HYPE hosted the Palm Sunday Brunch. With the help of Pat and other parents, they did a great job with the brunch.
- Graduate Sunday will be May 22nd.

Other

- o Pine Lake camping opportunities are now on display in the gathering space.
- On May 15th we will celebrate with our 12 youth Affirming their Baptism!

Other Business

- Reports & Discussion
 - Youth and Family Ministry
 - Last Day of Education Hour/Affirmation of Baptism= May 15
 - Graduate Sunday= May 22
 - VBS= August 15-19
 - Plan to backfill Katie There will be another discussion between the MET team and council to discuss staff. Erica is content being interim.
 - Fellowship
 - Bingo Night / Campfire
 - Chinooks Game
 - Worship Planning
 - Keyboard update: will purchase when new Praise Team Lead Hired (by September)
 - Renaming of services-expand upon this? what do current members want 10:30 service to look like?
 - Discussions needed for hiring new praise team director and director of music.
 - Treasurer
 - How do people know where they are on their budget? Scott sends it out high level, but anyone can ask for more details if they need to know more. Send quarterly reports out to the people who the budget impacts, like the chairs of each department + council.
 - January was very high, but February and March giving is down.
 Keep an eye on it.
 - See additional data below.
 - MET/Council Debt Reduction Plan



- Council to appoint a team to create a plan 2-3 people with finance skills
- Come up with an interim plan to start paying down debt now and then a plan for the next pastor to help execute.
- Raise awareness and informing.
- DI & Attendance
 - Lisa- had surgery beginning of April
 - Eagle scout project? Outdoor meditation area. Ask that he draw up a plan.
- Old Business
 - MET Update minutes below
 - RIC- recap "Consensus Model" how can we have a consensus model but prove we're a safe place? Check Living Hope in Saukville's website for their statement. They're not RIC affiliated. Need to create a team if we go with the consensus model. Pursue this by consensus rather than voting. Establish core values in the interim. The council recommends that we are open to hire an LGBTQIA+ member. And then open the discussion.
 - Dates for Listening Meeting (Open meeting, with closed session for council following) May 22 after the one service.
- New Business
 - Next Meeting's Date
 - Confirm 5.26.22 @ 7:30pm.

Closing Prayer: Pastor Greg Meeting adjourned at 9:29.

MET/Church Council April 13th 5:30PM

6 MET/6 Council

How to identify items we want to put into our MSP to call a pastor; what do we want to start doing/addressing now.

Constitution is outdated – was in process of being updated prior to covid and does have some concerns, difficulty of gaining chairpersons as they must also commit to council positions.

RIC Discussion

Discussion starts with the RIC acceptance



Consensus of council on behalf of congregation – council is a voting body (as to whether we indicate that we are willing to interview/hire all potential personnel)

Survey results are back, there was commentary regarding this matter – possibly 5 questions on it and 2 were strongly looking for decision

Consensus will this always change if the council is changing?

Defining core values and making things clear are a way to help solidify this consensus; also branding.

Misconception of what is means to be RIC - being part of a group -voting, changing branding, logo

Suggestion to have open forum to raise awareness of how where we were, how we are and how to progress forward being an RIC church – we are already doing this, natural progression not a forced progression. Need to move away from using these terms; RIC or Reconciling in Christ as you run into licensing/club concerns.

Move forward meaningfully – add some things that the church/council is working towards – some committee or add some of the item 6 bullet points

Listening session with congregation – work concesus on this topic. Might want to get opinion of those very passionate about RIC (prior) as to what the RIC declaration means to them.

Finances

Stewardship committee person and team needs to be put into place – hard push has not been in the last 3+ years

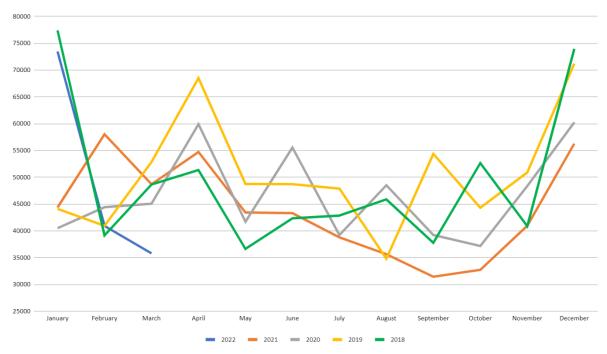
No such thing as giving fatigue but lack of vision

Can we get a stewardship chair and/or team to be created now without council representation and then chair would be voted into council at end of the year.

Creation of team, make positive step forward which can be added to the MSP.



Monthly Offerings - Total



							202	22					
	Janu	Febru	Marc					Augu	Septem	Octo	Novem	Decem	
	ary	ary	h	April	May	June	July	st	ber	ber	ber	ber	Total
Envelo	28,77	20,79	16,12										65,68
pe	2	1	0										3
	23,61												29,65
Loose	7	3,424	2,609										0
Auto													
Deposit	17,69	16,15	16,15										50,00
S	1	6	6										3
Unplan													
ned													
Donati													
ons	3,369	530	905										4,804
	73,44	40,90	35,79										150,1
Total	9	1	0										39
Year-					•	•		•	•	•		•	
To-	73,44	114,3	150,1										
Date	9	49	39										:





							202	21					
	Janu	Febru	Marc					Augu	Septem	Octo	Novem	Decem	_
	ary	ary	h	April	May	June	July	st	ber	ber	ber	ber	Total
Envelo	12,48	14,01	17,22	25,07	13,35	15,73	16,76	15,22		13,36			191,4
pe	8	6	3	7	1	3	6	3	15,024	8	13,984	19,223	76
		24,51		10,96	12,15								99,27
Loose	1,822	0	9,206	6	5	7,925	3,666	2,035	858	3,677	4,817	17,640	5
Auto													
Deposit	30,04	18,43	18,63	17,93	17,15	17,78	15,86	16,09		15,04			213,8
S	1	9	7	6	0	6	3	4	15,063	3	16,254	15,525	34
Unplan													
ned													
Donati													23,58
ons	-	1,042	3,620	724	756	1,836	2,480	2,280	480	630	5,883	3,853	5
	44,35	58,00	48,68	54,70	43,41	43,28	38,77	35,63		32,71			528,1
Total	0	7	5	4	3	1	5	2	31,425	8	40,938	56,241	69
Year-			•	•	•		•	•		•			
To-	44,35	102,3	151,0	205,7	249,1	292,4	331,2	366,8	398,27	430,9	471,92	528,16	
Date	0	57	42	46	59	40	15	47	2	90	8	9	

		2020											
	Janu	Febru	Marc					Augu	Septem	Octo	Novem	Decem	
	ary	ary	h	April	May	June	July	st	ber	ber	ber	ber	Total
Envelo	21,11	22,93	20,94	22,76	14,79	21,03	15,48	15,13		12,41			242,3
pe	5	0	8	1	8	6	6	9	17,093	3	23,805	34,826	50
				14,36		14,61		13,07					82,96
Loose Auto	1,972	3,877	5,524	4	8,817	3	2,794	2	3,340	3,675	5,217	5,701	6
Deposit	17,40	17,37	18,57	17,33	17,10	18,26	17,10	18,26		17,10			210,1
S	0	3	4	3	3	4	3	4	17,103	3	17,855	16,695	68
Unplan													24,17
ned		225	6	5,424	964	1,614	3,813	2,017	1,674	3,972	1,468	3,001	8



Donati ons

0113													
	40,48	44,40	45,05	59,88	41,68	55,52	39,19	48,49		37,16			559,6
Total	7	5	2	1	1	7	6	2	39,210	3	48,346	60,223	61
Year-													
To-	40,48	84,89	129,9	189,8	231,5	287,0	326,2	374,7	413,92	451,0	499,43	559,66	
Date	7	1	43	24	06	33	28	20	9	92	8	1	

							201	L9					
	Janu	Febru	Marc					Augu	Septem	Octo	Novem	Decem	
	ary	ary	h	April	May	June	July	st	ber	ber	ber	ber	Total
Envelo	23,91	18,40	31,51	28,27	26,85	16,31	26,49	15,81		24,33			293,8
pe	7	8	4	9	3	4	9	1	31,517	3	20,254	30,148	44
						14,30							72,82
Loose	1,607	1,096	2,930	9,467	2,790	9	2,232	1,325	4,296	2,416	8,616	21,737	1
Auto													
Deposit	18,37	17,88	17,75	18,67	18,01	18,05	18,94	17,55		17,40			216,9
S	1	2	2	1	3	3	6	8	18,126	8	17,493	18,676	45
Unplan													
ned													
Donati				12,06									23,46
ons	197	3,539	625	6	1,074	21	185	96	398	137	4,517	605	1
	44,09	40,92	52,82	68,48	48,73	48,69	47,86	34,79		44,29			607,0
Total	1	4	1	3	0	6	2	0	54,336	4	50,880	71,165	71
Year-				•		•	•	•		•	·		
То-	44,09	85,01	137,8	206,3	255,0	303,7	351,6	386,3	440,73	485,0	535,90	607,07	
Date	1	5	35	18	48	44	06	96	2	26	6	1	

		2018											
	Janu	Febru	Marc					Augu	Septem	Octo	Novem	Decem	_
	ary	ary	h	April	May	June	July	st	ber	ber	ber	ber	Total
Envelo	41,23	21,62	25,11	29,59	19,53	17,16	23,78	23,77		33,94			324,2
pe	5	8	5	6	8	0	8	0	20,620	7	22,803	45,093	93
	19,50					10,21							79,78
Loose	5	2,595	8,577	5,368	2,087	9	3,065	7,351	2,611	2,708	2,982	12,720	9
Auto													
Deposit	16,02	14,77	14,78	16,17	14,68	14,68	15,86	14,47		15,77			181,4
S	8	5	5	8	5	5	8	5	14,225	8	14,335	15,618	29
Unplan													
ned													
Donati													
ons	610	144	150	191	312	263	120	265	290	189	739	491	3,764



	77,37	39,14	48,62	51,33	36,62	42,32	42,84	45,86		52,62			589,2
Total	8	2	7	3	1	7	1	1	37,746	1	40,858	73,922	76
Year-													
To-	77,37	116,5	165,1	216,4	253,1	295,4	338,2	384,1	421,87	474,4	515,35	589,27	
Date	8	20	47	79	00	27	67	28	4	95	3	6	

	Janu	Febru	Marc					Augu	Septem	Octo	Novem	Decem
	ary	ary	h	April	May	June	July	st	ber	ber	ber	ber
	73,44	40,90	35,79									
2022	9	1	0									
	44,35	58,00	48,68	54,70	43,41	43,28	38,77	35,63		32,71		
2021	0	7	5	4	3	1	5	2	31,425	8	40,938	56,241
	40,48	44,40	45,05	59,88	41,68	55,52	39,19	48,49		37,16		
2020	7	5	2	1	1	7	6	2	39,210	3	48,346	60,223
	44,09	40,92	52,82	68,48	48,73	48,69	47,86	34,79		44,29		
2019	1	4	1	3	0	6	2	0	54,336	4	50,880	71,165
	77,37	39,14	48,62	51,33	36,62	42,32	42,84	45,86		52,62		
2018	8	2	7	3	1	7	1	1	37,746	1	40,858	73,922